## COMMON CONSTRUCTION WAGE SCALE

Date: July 2, 2014

City:

County: ST. JOSEPH

State of Indiana

Project Description and Scope:

### St. Joseph County Board of Commissioners (IDOL 20140348)

1. Wage determination for projects awarded by the St. Joseph County Board of Commissioners covered by the Indiana Common Construction Wage Act on or after July 2, 2014 for a period of not longer than 3 months, that date being October 1, 2014.

# **Governing Definitions**

The undersigned common construction wage committee has determined that for the above-cited project the following definitions of classifications shall be used when applying this wage scale to said project (Mark One):

- (X) The Indiana Department of Labor's Guide to Building Trades Classifications with Descriptions:
- ( ) The United States Department of Labor's Dictionary of Occupational Titles; or
- ( ) Other attached document.

A copy of the above marked document is attached to this document and labeled "Attachment A".

#### Wage Rates

The wage rates under the column "Total" as set forth by the committee are the minimum wage rates to be paid and shall not prevent a contractor from paying a higher wage rate.

We the undersigned common construction wage committee, appointed pursuant to Indiana Code 5-16-7 et seq., do hereby fix and determine the following common construction wage scale to apply on the above referenced projects.

				JUL 0.7 2014
Classification	Class	Hourly Rate	Fringes	Indiana Deportment of Labor Wage & Hour Division
Asbestos Abatement				L 39 CAROCH DIVISION
	Skilled	\$21.50	\$12.95	\$34.45
	Semiskilled	\$21.50	\$12.95	\$34.45
	Unskilled	\$14.25	\$2.70	\$16.95
Asbestos Workers				
	Skilled	\$31.40	\$15.34	\$46.74
	Semiskilled	\$25.12	\$15.34	\$40.46
	Unskilled	\$18.84	\$15.34	\$34.18
Boilermakers				
	Skilled	\$32.94	\$24.81	\$57.75
	Semiskilled	\$26.35	\$24.81	\$51.16
	Unskilled	\$19.76	\$24.81	\$44.57
Bricklayers/Stone & Mar	ble Masons			
•	Skilled	\$27.61	\$13.14	\$40.75
	Semiskilled	\$20.71	\$13.14	\$33.85
	Unskilled	\$13.81	\$13.14	\$26.95
Carpenters - Building Co	nstruction			
•	Skilled	\$25.92	\$16.27	<b>\$42.19</b>
	Semiskilled	\$19.44	\$11.88	\$31.32
	Unskilled	\$14.26	\$11.73	\$25.99

		Hourly		
Classification	Class	Rate	Fringes	Total
Carpenters - Bridge, Roa	odwork & Water Tree	itmant		
Carpenters - Bridge, No.	Skilled	\$25.73	\$15.80	\$41.53
	Semiskilled	\$19.30	\$11.43	\$30.73
	Unskilled	\$14.15	\$11.29	\$25.44
	Oliskined	כוודוש	ψ11.2.7	ψ£ <i>5</i> .Ττ
Carpet Layers/Floor Cov	erers			
	Skilled	\$25.92	\$16.27	\$42.19
	Semiskilled	\$19.44	\$11.88	\$31.32
	Unskilled	\$14.26	\$11.73	\$25.99
Cement Masons – Buildin	ug Construction			
Cement Masons - Dunum	Skilled	\$26.04	\$12.28	\$38.32
	Semiskilled	\$20.91	\$12.28 \$12.03	\$32.94
	Unskilled	\$18.34	\$12.03 \$12.03	\$30.37
	Onskilled	\$16.54	φ12.03	φ30.37
Cement Masons - Bridge	& Roadwork			
	Skilled	\$30.57	\$11.55	\$42.12
	Semiskilled	\$27.57	\$11.55	\$39.12
	Unskilled	\$18.30	\$11.55	\$29.85
D 11.51.1.1				
Drywall Finishers	or till 1	ea.c aa	<b>612.02</b>	620.25
	Skilled	\$26.32	\$13.03	\$39.35
	Semiskilled	\$19.74	\$11.76	\$31.50
e e e e e e e e e e e e e e e e e e e	Unskilled	\$13.16	\$10.49	\$23.65
Drywall Installers				
	Skilled	\$25.92	\$16.27	\$42.19
•	Semiskilled	\$19.44	\$11.88	\$31.32
	Unskilled	\$14.26	\$11.73	\$25.99
	1			
Dynamite Men	~* W . 4	A	h.a	
	Skilled	\$21.53	\$12.48	\$34.01
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Electricians				
	Skilled	\$31.13	\$19.31	\$50.44
	Semiskilled	\$20.23	\$12.20	\$32.43
	Unskilled	\$12.45	\$9.00	\$21.45
				,
Elevator Constructors				
	Skilled	\$42.59	\$30.48	\$73.07
	Semiskilled	\$29.99	\$30.48	\$60.47
	Unskilled	\$23.69	\$28.50	\$52.19
Glaziers				
::======	Skilled	\$23.86	\$14.48	\$38.34
	Semiskilled	\$17.90	\$14.48	\$32.38
	Unskilled	\$11.93	\$14.48	\$26.41
		+ <del>-</del>	·	
Hod Carriers				
	Skilled	\$21.03	\$12.48	\$33.51
	Semiskilled	\$19.73	\$12.48	\$32.21
	Unskilled	\$19.03	\$12.48	\$31.51

		Hourly		
Classification	Class	Rate	Fringes	Total
Iron Workers				
Iton workers	Skilled	\$27.07	\$18.69	\$45.76
	Semiskilled	\$25.72	\$18.69	\$44.41
	Unskilled	\$16.24	\$18.69	\$34.93
Laborers & Landscapin	sg – Building Construct	tion		
Disposers ex Ennuocupii	Skilled	\$20,53	\$12.48	\$33.01
	Semiskilled	\$19.23	\$12.48	\$31.71
	Unskilled	\$18.53	\$12.48	\$31.01
Laborers & Landscapin	og – Bridge, Roadwork	. Water Treatmei	ıt & Demolition	
Danotets & Danuscapia	Skilled	\$22.82	\$12.41	\$35.23
	Semiskilled	\$22.39	\$12.41	\$34.80
	Unskilled	\$21.82	\$12.41	\$34.23
Mechanical Insulators				
Miccinalical Insulators	Skilled	\$31.40	\$15.34	\$46.74
	Semiskilled	\$25.12	\$15.34	\$40.46
	Unskilled	\$18.84	\$15.34	\$34.18
Millwrights				
6	Skilled	\$24.02	\$17.71	\$41.73
	Semiskilled	\$19.22	\$17.71	\$36.93
	Unskilled	\$14.42	\$17.71	\$32.13
Operating Engineers -	Building Construction			
1 8 8	Skilled	\$27.75	\$22.80	\$50.55
	Semiskilled	\$24.25	\$22.80	\$47.05
	Unskilled	\$20.70	\$20.80	\$41.50
Operating Engineers -	Bridge, Roadwork, Wa	ter Treatment &	Demolition	
	Skilled	\$39.75	\$26.60	\$66.35
	Semiskilled	\$29.90	\$26.35	\$56.25
	Unskilled	\$23.10	\$22.30	\$45.40
Painters-Brush/Roll				
	Skilled	\$26.32	\$13.03	\$39.35
	Semiskilled	\$19.74	\$11.76	\$31.50
	Unskilled	\$13.16	\$10.49	\$23.65
Painters-Spray/Sandbla	ast			
• •	Skilled	\$26.82	\$13.03	\$39.85
	Semiskilled	\$20.12	\$11.76	\$31.88
	Unskilled	\$13.41	\$10.49	\$23.90
Paper/Vinyl Hangers				
	Skilled	\$26.32	\$13.03	\$39.35
	Semiskilled	\$19.74	\$11.76	\$31.50
	Unskilled	\$13.16	\$10.49	\$23.65
Pipe-fitters & Steamfit	ters			
•	Skilled	\$29.90	\$17.57	\$47.47
	Semiskilled	\$20.95	\$17.57	\$38.52
	Unskilled	\$13.45	\$17.57	\$31.02

Plasterers			Hourly		
Skilled   S26.81   S12.43   S39.25	Classification	Class		Fringes	Total
Skilled   S26.81   \$12.43   \$39.25	Plasterers				
Semiskilled   \$21.82	- 1110101010	Skilled	\$26.81	\$12.43	\$39.24
Plumbers					\$34.22
Plumbers				· ·	\$30.24
Skilled   \$29.90   \$17.57   \$47.			<b>4.</b>	Q.12.20	\$50.21
Semiskilled   \$20.95   \$17.57   \$38.	Plumbers	01.711 1	<b>***</b>	015.55	A.B. 100
Dinker/Caulker/Cleaners					\$47.47
Pointer/Caulker/Cleaners					\$38.52
Skilled   \$27.61   \$13.14   \$40.7     Semiskilled   \$20.71   \$13.14   \$33.3     Unskilled   \$13.81   \$13.14   \$26.5     Roofers		Unskilled	\$13.45	\$17.57	\$31.02
Semiskilled   \$20.71	Pointer/Caulker/Cleaners				
Unskilled   \$13.81		Skilled	\$27.61	\$13.14	\$40.75
Skilled   \$27.61   \$13.14   \$40.5   \$25.09   \$13.14   \$35.5   \$25.09   \$13.14   \$35.5   \$35.		Semiskilled	\$20.71	\$13.14	\$33.85
Skilled   \$27.61   \$13.14   \$40     Semiskilled   \$22.09   \$13.14   \$35     Unskilled   \$13.81   \$3.54   \$17     Sheet Metal Workers		Unskilled	\$13.81	\$13.14	\$26.95
Skilled   \$27.61   \$13.14   \$40	Roofers				
Semiskilled   \$22.09	ROUTEIS	Skilled	\$27.61	\$13.14	\$40.75
Unskilled   \$13.81   \$3.54   \$17.55				· ·	\$35.23
Sheet Metal Workers					\$17.35
Skilled   \$28.74   \$19.54   \$48     Semiskilled   \$18.68   \$18.07   \$36     Unskilled   \$14.37   \$17.48   \$31     Sound and Communication Workers	01 /34 / 1377 1				
Semiskilled   \$18.68   \$18.07   \$36.5     Unskilled   \$14.37   \$17.48   \$31.3     Sound and Communication Workers     Skilled   \$24.65   \$12.73   \$37.5     Semiskilled   \$18.45   \$11.86   \$30.5     Unskilled   \$12.30   \$7.72   \$20.6     Sprinkler Fitters	Sheet Metal Workers	Skilled	\$28.74	\$19.54	\$49.29
Unskilled   \$14.37   \$17.48   \$31.35					
Sound and Communication Workers   Skilled   \$24.65   \$12.73   \$37.5   \$30.5					
Skilled   \$24.65   \$12.73   \$37.3   \$37.3   \$37.3   \$37.3   \$36.5   \$11.86   \$30.3   \$37.3   \$38.3   \$37.3   \$37.3   \$38.3   \$37.3   \$38.3   \$37.3   \$38.3   \$37.3   \$37.3   \$38.3   \$37.3		Oliskined	\$14.57	\$17.40	\$31.63
Semiskilled   \$18.45   \$11.86   \$30.0     Unskilled   \$12.30   \$7.72   \$20.0     Sprinkler Fitters	Sound and Communication				
Unskilled   \$12.30   \$7.72   \$20.05			•	· · · · · · · · · · · · · · · · · · ·	\$37.38
Sprinkler Fitters					\$30.31
Skilled   \$33.37		Unskilled	\$12.30	\$7.72	\$20.02
Skilled   \$33.37	Sprinkler Fitters				
Unskilled   \$16.85   \$8.66   \$25.55	_	Skilled	\$33.37	\$17.48	\$50.85
Pickup Trucks   Skilled   \$24.16   \$7.50   \$31.6     Semiskilled   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Single Axle   Skilled   \$24.37   \$7.50   \$31.3     Semiskilled   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Tandem Tri Axle/Fuel Tk   Skilled   \$24.45   \$7.50   \$31.3     Semiskilled   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Semi   Skilled   \$25.03   \$7.50   \$32.3     Semiskilled   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Teamsters - Bridge & Roadwork     Pickup Trucks   Skilled   \$26.31   \$11.66   \$37.5     Semiskilled   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Single Axle   Skilled   \$26.46   \$11.66   \$38.5     Single Axle   Skilled   \$26.46   \$31.66   \$38.5     Single Axle   Skilled   \$36.46   \$31.66   \$38.5     Single Axle   Skilled   \$36.46   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31.66   \$31		Semiskilled	\$21.58	\$17.13	\$38.71
Pickup Trucks         Skilled         \$24.16         \$7.50         \$31.0           Semiskilled         N/A         N/A         -           Unskilled         N/A         N/A         -           Single Axle         Skilled         \$24.37         \$7.50         \$31.3           Semiskilled         N/A         N/A         -           Unskilled         N/A         N/A         -           Tandem Tri Axle/Fuel Tk         Skilled         \$24.45         \$7.50         \$31.9           Semiskilled         N/A         N/A         N/A         -           Unskilled         N/A         N/A         N/A         -           Semiskilled         N/A         N/A         N/A         -           Teamsters - Bridge & Roadwork         Skilled         \$26.31         \$11.66         \$37.9           Semiskilled         N/A         N/A         N/A         -           Dickup Trucks         Skilled         \$26.31         \$11.66         \$37.9           Semiskilled         N/A         N/A         N/A         -           Single Axle         Skilled         \$26.46         \$11.66         \$38.5		Unskilled	\$16.85	\$8.66	\$25.51
Pickup Trucks         Skilled         \$24.16         \$7.50         \$31.0           Semiskilled         N/A         N/A         -           Unskilled         N/A         N/A         -           Single Axle         Skilled         \$24.37         \$7.50         \$31.3           Semiskilled         N/A         N/A         -           Unskilled         N/A         N/A         -           Tandem Tri Axle/Fuel Tk         Skilled         \$24.45         \$7.50         \$31.9           Semiskilled         N/A         N/A         N/A         -           Unskilled         N/A         N/A         N/A         -           Semiskilled         N/A         N/A         N/A         -           Teamsters - Bridge & Roadwork         Skilled         \$26.31         \$11.66         \$37.9           Semiskilled         N/A         N/A         N/A         -           Dickup Trucks         Skilled         \$26.31         \$11.66         \$37.9           Semiskilled         N/A         N/A         N/A         -           Single Axle         Skilled         \$26.46         \$11.66         \$38.5	Toomstons Puilding Coust	wration			
Semiskilled   N/A   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Single Axle   Skilled   \$24.37   \$7.50   \$31.3     Semiskilled   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Tandem Tri Axle/Fuel Tk   Skilled   \$24.45   \$7.50   \$31.9     Semiskilled   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Semiskilled   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Teamsters - Bridge & Roadwork     Pickup Trucks   Skilled   \$26.31   \$11.66   \$37.9     Semiskilled   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Unskilled   N/A   N/A   N/A     Single Axle   Skilled   \$26.46   \$11.66   \$38.8     Stilled   Skilled   \$26.46   \$11.66   \$38.8     Single Axle   Skilled   \$26.46   \$11.66   \$38.8     Stilled   Skilled   Skilled   \$26.46   \$11			\$24.16	\$7.50	\$31.66
Unskilled   N/A   N/A   N/A   Single Axle   Skilled   \$24.37   \$7.50   \$31.8	rickup Trucks		*		φ31.00
Single Axle   Skilled   \$24.37   \$7.50   \$31.3     Semiskilled   N/A   N/A   N/A   -					_
Semiskilled N/A N/A	Single Ayle				\$31.87
Unskilled	Bingle / Ixio				Ψ51.07
Tandem Tri Axle/Fuel Tk         Skilled         \$24.45         \$7.50         \$31.9           Semiskilled         N/A         N/A         N/A         -           Unskilled         N/A         N/A         N/A         -           Semi         Skilled         \$25.03         \$7.50         \$32.0           Semiskilled         N/A         N/A         -           Unskilled         N/A         N/A         -           Pickup Trucks         Skilled         \$26.31         \$11.66         \$37.9           Semiskilled         N/A         N/A         -           Unskilled         N/A         N/A         -           Single Axle         Skilled         \$26.46         \$11.66         \$38.0					
Semiskilled N/A N/A	Tandem Tri Axle/Fuel Tk				\$31.95
Unskilled N/A N/A	Tunton III I Miori doi 11				φ31.70
Semi   Skilled   \$25.03   \$7.50   \$32.5     Semiskilled   N/A   N/A   N/A   -     Unskilled   N/A   N/A   N/A   -     Teamsters - Bridge & Roadwork     Pickup Trucks   Skilled   \$26.31   \$11.66   \$37.5     Semiskilled   N/A   N/A   -     Unskilled   N/A   N/A   -     Single Axle   Skilled   \$26.46   \$11.66   \$38.5     Semiskilled   N/A   N/A   -     Single Axle   Skilled   \$26.46   \$11.66   \$38.5     Semiskilled   \$38.5   \$32.5     Semiskilled   \$32.5					_
Semiskilled   N/A   N/A   - Unskilled   N/A   N/A   N/A   - Unskilled   N/A   N/A   N/A   -	Semi				\$32.53
Unskilled         N/A         N/A         -           Teamsters - Bridge & Roadwork           Pickup Trucks         Skilled         \$26.31         \$11.66         \$37.9           Semiskilled         N/A         N/A         -           Unskilled         N/A         N/A         -           Single Axle         Skilled         \$26.46         \$11.66         \$38.	3 <b>4</b>				-
Pickup Trucks         Skilled         \$26.31         \$11.66         \$37.9           Semiskilled         N/A         N/A         -           Unskilled         N/A         N/A         -           Single Axle         Skilled         \$26.46         \$11.66         \$38.					-
Pickup Trucks         Skilled         \$26.31         \$11.66         \$37.9           Semiskilled         N/A         N/A         -           Unskilled         N/A         N/A         -           Single Axle         Skilled         \$26.46         \$11.66         \$38.	Toomstone D.41 0 D	area sale			
Semiskilled         N/A         N/A         -           Unskilled         N/A         N/A         -           Single Axle         Skilled         \$26.46         \$11.66         \$38.	<del>-</del>		¢26.21	<b>\$11.66</b>	627.07
Unskilled N/A N/A - Single Axle Skilled \$26.46 \$11.66 \$38.	rickup Hucks				\$37. <del>9</del> 7
Single Axle Skilled \$26.46 \$11.66 \$38.					-
· · · · · · · · · · · · · · · · · · ·	Cinala Avla				- \$28.13
	Single Axie				\$30.12
Unskilled N/A N/A -					-

		Hourly			
Classification	Class	Rate	Fringes	Total	
Tandem Axle	Skilled	\$25.66	\$11.66	\$37.32	
Taildelli Axic	Semiskilled	923.00 N/A	\$11.00 N/A	φ31.32	
	Unskilled	N/A	N/A	_	
Tri Axle	Skilled	\$26.76	\$11.66	\$38.42	
III AXIC	Semiskilled	920.70 N/A	\$11.00 N/A	φ36,42 -	
	Unskilled	N/A	N/A	-	
Lowboy	Skilled	\$26.81	\$11.66	\$38.47	
Lowboy	Semiskilled	\$20.81 N/A	N/A	\$30.47 -	
	Unskilled	N/A	N/A	-	
Semi	Skilled	\$26.71	\$11.66	\$38.37	
Semi	Semiskilled	N/A	N/A	\$50.57 -	
	Unskilled	N/A	N/A	_	
Quad Axle	Skilled	\$26.96	\$11.66	\$38.62	
Quad Axic	Semiskilled	N/A	N/A	φ30.02	
	Unskilled	N/A	N/A	_	
Articulating Dump	Skilled	\$26.96	\$11.66	\$3 <b>8.</b> 62	
Articulating Dump	Semiskilled	320.90 N/A	N/A	φ30.02	
	Unskilled	N/A	N/A	_	
Combination Man	Skilled	\$29.10	\$11.66	\$40.76	
Contomation Mati	Semiskilled	N/A	N/A	φτο.70	
	Unskilled	N/A	N/A	_	
	Oliskined	IN/A	IVA	_	
Terrazzo Finisher					
	Skilled	\$28.79	\$10.42	\$39.21	
	Semiskilled	\$21.59	\$10.42	\$32.01	
	Unskilled	\$14.40	\$10.42	\$24.82	
Terrazzo Mechanic					
	Skilled	\$29.41	\$13.18	\$42.59	
	Semiskilled	\$22.06	\$13.18	\$35.24	
	Unskilled	\$14.71	\$13.18	\$27.89	
Tile Finisher					
The Finisher	Skilled	\$27.79	\$10.42	\$38.21	
	Semiskilled	\$20.84	\$10.42	\$31.26	
	Unskilled	\$13.90	\$10.42	\$24.32	
	/ /	. ф13.70	\$10.42	Ψ2-1.52	
Tile Mechanic					
	Skilled	\$28.41	\$13.18	\$41.59	
	Semiskilled	\$21.31	\$13.18	\$34.49	
	Unskilled	\$14.21	\$13.18	\$27.39	

#### **Definitions:**

<u>Skilled:</u> An individual who performs work in a classification listed on the scale of wages. It shall be presumed that an employee is a skilled worker in that classification, and entitled to receive compensation at the skilled rate, unless the worker satisfies all of the criteria for being categorized as a semi-skilled or unskilled worker.

<u>Semi-skilled:</u> An individual registered in a bona fide apprenticeship program registered with the United States Department of Labor, Employment and Training Administration, Bureau of Apprenticeship and Training. Apprentices are paid pursuant to their individually warranted percentage for the classification of work that they perform as set forth in the apprentice program standards.

<u>Unskilled:</u> An individual with less than twelve months of cumulative experience in the construction trades and who is not registered in a bona fide apprenticeship program.

The above definitions shall not apply to workers in the classification of Laborer.

### **Apprenticeship Programs:**

The Wage Committee determines that the common practice in the county is for contractors to participate in bona fide apprenticeship programs registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and that the rate of pay for the classifications of labor that participate in such programs is based in part on a percentage of the journeyman's rate (skilled rate herein) depending on the individual's progress in the program.

Workers engaged in such an apprenticeship program will be permitted to work at less than the predetermined rate set out above for the work they perform. Such apprentices must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate which is the skilled hourly rate in this wage scale.

Any worker who is not registered or otherwise employed in a bona fide apprenticeship program registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and has twelve or more months of cumulative experience in the construction trades shall be paid at the skilled wage rate on this wage determination for the classification of work actually performed by the worker regardless of how the employer classifies such a worker.

Disputes regarding the appropriate classification of workers and the amounts said workers should be paid may be submitted to the Indiana Department of Labor for investigation.

Indiana State AFL-CIO Representative

Industry Representative Named by Awarding Agency

Appointed by Associated Builders and Contractors

Taxpayer Named by County Legislative Body

Dated this 2nd day of July 2014